

# CITY OF MINNEAPOLIS EMPLOYMENT AND TRAINING PROGRAM

## 2012 Annual Summary

The City of Minneapolis Employment and Training Program is a division of City of Minneapolis Community Planning and Economic Development



# Executive Summary

The good news first: in 2012, Minneapolis had the lowest urban unemployment rate in the country according to the Pew American Cities Project, which focused on the biggest city within each of the nation's 30 largest metro areas. This employment recovery illustrates the continued growth of the American economy, the strength of our regional businesses, and the human talent available in Minneapolis.

The development of this human capital is at the core of the work done by Minneapolis Employment and Training Program and its many partners. Whether it is through skills training for the construction of green homes in north Minneapolis through RENEW, counseling services for recently laid off adults, or providing a young person their first job through STEP-UP, Minneapolis Employment and Training works to open access and opportunity for Minneapolis residents to succeed in the workplace.

Now for the bad news: despite the low unemployment rate, Minneapolis, along with our neighbors, continue to see disparities between whites and minorities in employment rates, high school graduation rates and home ownership rates. With economic growth occurring and new opportunities opening each day, we must not lose focus on racial equity within all facets of our work. The future prosperity of our city and region requires that all residents have an opportunity to succeed within the workforce.

City of Minneapolis Employment and Training's 2013 work plan is clear: continue to create and find opportunities for **ALL** Minneapolis residents to re-enter the workforce.

Carolyn Roby, Chair,  
Minneapolis Workforce Council

Deb Bahr-Helgen, Director  
Minneapolis Employment and Training Program



# Thank You

The City of Minneapolis Employment and Training Program would like to acknowledge and thank the following government entities whose continued financial support leads to the success of all Minneapolis Employment and Training Program programs. We thank the City of Minneapolis Mayor R.T. Rybak and the Minneapolis City Council for their leadership.

***Financial Support Provided By:***

City of Minneapolis

Minneapolis Department of Community Planning and Economic Development

Minnesota Department of Employment and Economic Development

United States Department of Labor

Department of Housing and Urban Development, and

Hennepin County



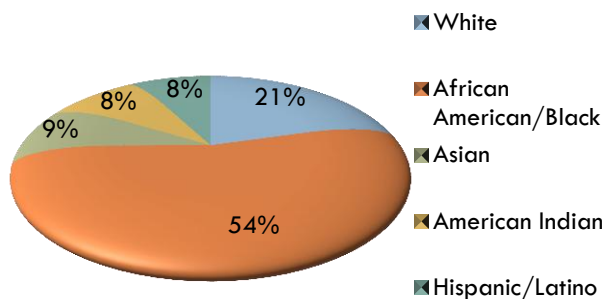
***City Leadership Provided by:***

Mayor R.T. Rybak, Lisa Goodman, Chair, Community Development Committee, Barbara Johnson, *Council President*, Sandra Colvin Roy, Elizabeth Glidden, Cam Gordon, Betsy Hodges, Diane Hofstede, Robert Lilligren, John Quincy, Kevin Reich, Don Samuels, Gary Schiff, Meg Tuthill

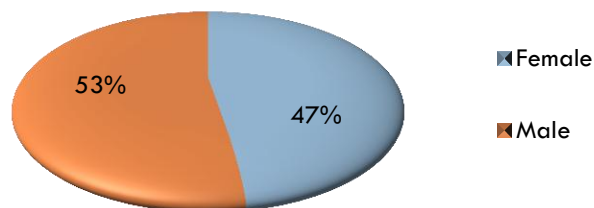
# METP by the numbers

2012	Served	Placements
<b>Total</b>	<b>5,506</b>	<b>3,537</b>
Dislocated Worker Program	885	272
Adult Program	1,799	707
WIA Youth Program	989	725
STEP-UP	1,833	1,833

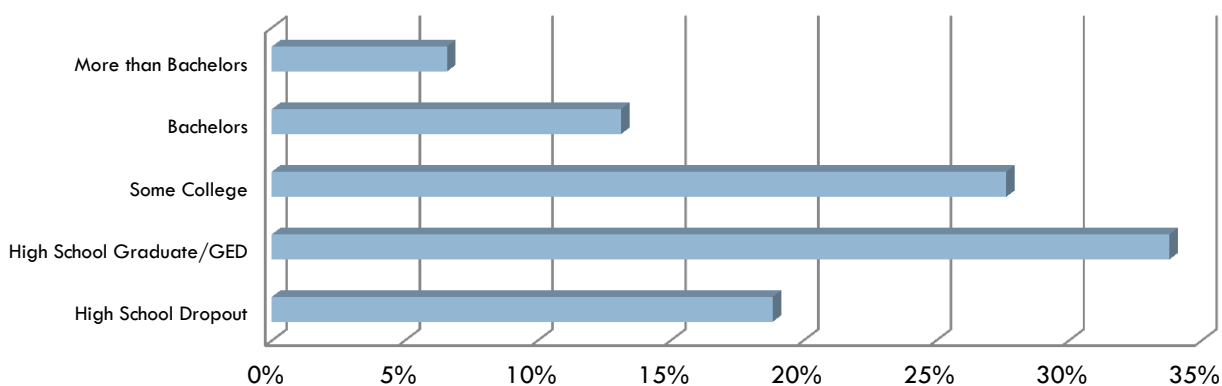
## Participants Served by Race/Ethnicity



## Participants Served by Gender



## Adult Participant Educational Attainment Level at Enrollment



# Dislocated Worker

## Dislocated Worker Program Highlights:

- As the Unemployment Rate in MN decreased from 6.5% in 2011 to 5.6% in 2012, during the same time period, the placement rate for clients in the Minneapolis Dislocated Worker Program increased from 81% to 83%.
- During 2012, two federal programs that were providing additional Unemployment Insurance (UI) benefits to Minnesotans beyond the standard state benefits, began to go away. By the end of the year, only 14 weeks of additional benefits were available to clients who exhausted their regular 26 weeks of state benefits; this was down from an historic high of 99 weeks of benefits in 2009. This meant less weeks of income support for clients in job search or training.
- Many clients in the Dislocated Worker Program this year completed computer training in business applications and web design/development. Other popular choices for training included Commercial Driver's License training for truck drivers and project management training/certification for business professionals.

## Partner Profile:

As part of the Gold Card Initiative and with some funding support from a State Veteran's Project, staff from Minneapolis Employment and Training Program's partner at the Minneapolis Workforce Center's, customized their popular job search training sessions called Employment Ready U (ERU) into Employment Ready Vets (ERV) to meet the specific needs of returning veterans. The ERV workshops combined several types of learning with hands-on reinforcement, and were designed to prepare Veterans to successfully transition from military to private sector employment. DEED staff member, Jeff Dexter of the Disabled Veterans Outreach Program, helped with the final planning and facilitation of the workshops. The ERV sessions were very successful, as one graduate commented: *"Just a quick note to say 'thanks' for all your hard work making the 4 day career coaching event successful, invaluable and meaningful. It was humbling to learn what I didn't know. Being surrounded by military vets made it rewarding, collegial and a feeling of being connected...Adele, Jeff and Terry offered a wonderful synergy making the material easy to understand, relevant and entertaining to watch and listen. Most important, you provided 'hope' to 8 unemployed veterans."*

## Participant Success:

Liesl came to the Dislocated Worker Program after experiencing a layoff. After several months and multiple interviews, she achieved a full-time permanent position with quality benefits. After her success she wrote:

*"The dislocated workers program helped to keep me motivated when I was beginning to run out of steam. After being unemployed for a long period of time, I could have easily given up, but Heidi held me accountable for my progress on an ongoing basis. It was an email from Heidi that gave me the lead for a job at Metro Transit that I eventually ended up getting and ended my long stint of underemployment. The training I took to increase my skills helped give me the confidence and the refreshed skill set helped get me employed. Working with Heidi and the Dislocated Workers Program was a very positive experience!"*



Sharon Bredeson

## Minneapolis Workforce Council Retirement:

In 2013, the Dislocated Worker Program will be losing a tireless, champion. Sharon Bredeson, owner of Staff-Plus, will be stepping down from the Minneapolis Workforce Council. Sharon has served on this board since its inception in 1987; she has also been the chair of the Dislocated Worker committee for most of that time. When Sharon leaves, she will have provided invaluable strategic guidance on workforce development issues for the City of Minneapolis for over a quarter of a century. Her passionate leadership will be missed.

# Adult

## Adult Program Highlights

- In the Spring of 2012 the Adult committee of the Minneapolis Workforce Council and Minneapolis Employment and Training Program staff made visits to the Adult Program service providers' agencies. These visits helped us compare the models and services offered by all providers. As a follow up to the visits, on November 13, 2012, Minneapolis Employment and Training Program held a Best Practices Workshop for the Adult Program employment service providers.
- Although the federal funds have ended, the RENEW model continues as part of the Adult Program. In spring 2012, Minneapolis Employment and Training Program made a strategic decision to repurpose existing federal and local funds so that low-income Minneapolis residents can gain access to industry recognized training and employment placement services that lead to economic stability. More information is available at [www.renewmn.com](http://www.renewmn.com).

## RENEW Receives Award

On September 30, 2012, the initial round of RENEW employment and training funding, sponsored by the U.S. Department of Labor through the American Recovery and Reinvestment Act, came to a close. During the 2 ½ year program, RENEW significantly outperformed initial goals by engaging over 500 Minneapolis and Saint Paul residents in short-term training, placing 420 in employment, and assisting 468 trainees to earn industry-recognized credentials.

The program's success was recognized this summer by the Minnesota Workforce Council Association. The City of Minneapolis, in partnership with Ramsey County Workforce Solutions, accepted a statewide "Best Practices" award for RENEW, ranking among the top three programs in the state. Directors Deb Bahr-Helgen and Patricia Brady were greatly honored to be presented with the Best Practices award by Assistant U.S. Labor Secretary Jane Oates.

## Growing Manufacturing in Minneapolis

Minneapolis Employment and Training was fortunate to connect with the newly-formed Makers Coalition - a hands-on movement to rebuild the industrial sewing heritage of America. The Makers Coalition approached the City of Minneapolis to recruit and train residents to enter this sector. The City of Minneapolis Employment and Training Program partnered with Lifetrack Resources and Dunwoody College of Technology to pilot a program to recruit and train students in a new industrial sewing program. The training curriculum incorporates direct input from businesses, ensuring the alignment of labor supply and demand.

## Participant Success

A RENEW Minneapolis training graduate, Jon Carlson, recently found himself reflecting on the "big picture" when he asked "was my unemployment a midlife crisis or a midlife opportunity?"

In fall 2012, Jon was laid off from a major, regional commercial property management firm; it was at that point that Jon decided to pursue an entirely new occupation. Having learned of RENEW from a friend, Jon contacted Goodwill Easter Seals. Jon then made a major mid-life decision: he enrolled in the Railroad Conductor Technology training program at Dakota County Technical College.

Jon describes the Railroad Conductor Technology training program as intensive academically and crucial to his success in standing out as a well-qualified job candidate. Following the completion of the program, he was hired by Union Pacific as an intern. Upon completion of his current 8-week internship, Jon will receive wage step increases as he logs hours on the routes he will be responsible for. His predicted wage, after completion of this mentorship period, will be \$72,000.00 per year.

# WIA Youth

## Workforce Investment Act - Year Round Youth Program Highlights:

The Year Round Youth Program increases 14-21 year old youths' long-term employability by enhancing educational, occupation and leadership skills. Youth must be economically disadvantaged and have at least one of the following at-risk challenges to be eligible for services: basic skills deficient, school dropout, homeless, runaway or foster child, disabled, pregnant or parenting, offender and requires additional assistance to complete an education program or secure and maintain employment.

### 14-18 year old youth outcomes:

- 99.6% earned work readiness, occupational and/or basic skills attainments
- 91.3% earned a high school diploma or equivalent
- 70.8% entered post-secondary, advanced training, military, employment or apprenticeship training

### 19-21 year old youth outcomes:

- 59.7% secured employment
- 85% remained employed at 6 months
- 42.2% earned an educational or occupational credential
- \$4,133 average wage increase for youth after 6 months

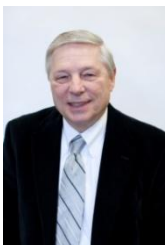
## Occupational skills training and paid internships:

Providing youth with occupational skills training and paid internships to enhance youth's employability was a focal point of this year's programming. 40 youth earned industry specific credentials and 96 participants gained work experience while earning wages through the paid internship project.

Pillsbury United Communities Waite House's fall 2012 Culinary Arts Cohort features six youth program participants who completed Community Culinary Arts training and earned ServSafe credentials. Waite House has also developed an internship site with Open Arms of MN, where youth; upon earning credentials, are provided with applied learning opportunities in the food service industry.



60 students with disabilities earned stipends through the Year Round Program @ Minneapolis Public Schools (MPS). MPS special education job coaches supervise and evaluate student's progress towards achieving work readiness goals and students earn bi-weekly stipends for demonstrating successful employment skills.



### Minneapolis Workforce Council Retirement:

The Minneapolis Youth Council gives appreciation and thanks to retiring member and chair, Craig Vana, for 14 years of service, leadership and advocacy to City of Minneapolis youth employment and training. Craig also recently retired after 26 years with Minneapolis Public Schools where he served as assistant principal, principal, and most recently, executive director of the district's Emergency Management, Safety and Security Department.

Craig Vana



# STEP-UP

## STEP-UP Highlights:

1,833 STEP-UP interns received summer employment and worked at 221 partner businesses.

Of the estimated \$3.1 million in wages earned by STEP-UP interns (ages 14-21) in 2012, **\$1.4 million** was paid directly by the private businesses.

### 2012 STEP-UP interns:

- ❑ 93% were people of color
- ❑ 83% eligible for free or reduced school lunch
- ❑ 50% lived in North Minneapolis
- ❑ 15% had a disability
- ❑ 7% were English Language Learners (ELL)
- ❑ 5% had been involved with the juvenile justice system
- ❑ 4% were teen parents

### Innovations:

A Google team provided a one-day entrepreneur training class for over 70 STEP-UP interns in May 2012. The purpose of the training was to prepare interns for their summer employment with STEP-UP at small businesses in Minneapolis. The training culminated with students working in small-groups on a pitch competition developing innovative solutions to solve real-world issues using technology.

Youth headed for internships in the healthcare field attended a specialized healthcare training designed to prepare them for their summer work experience. Guest speakers from local healthcare organizations presented at the training.

### Examples of Work Sites and Jobs

- Augsburg College, Summer Food Program Assistant
- El Colegio Charter School, Classroom Aide
- Highpoint Center for Printmaking, Education Program Intern
- Minneapolis Police Department, Crime Prevention Intern

### 2012 Top Private and Public Employers

- Wells Fargo
- U.S. Bancorp
- Health Partners
- Minneapolis Park and Rec.
- Minneapolis Public Schools



### Comments from an intern:

*The most valuable aspect of STEP-UP for me was learning how to function in a professional environment after high school. It taught me that motivation is key to success and it is important to take every opportunity that I can to help not only with networking, but with narrowing down on my interests.*

-2012 STEP-UP Intern

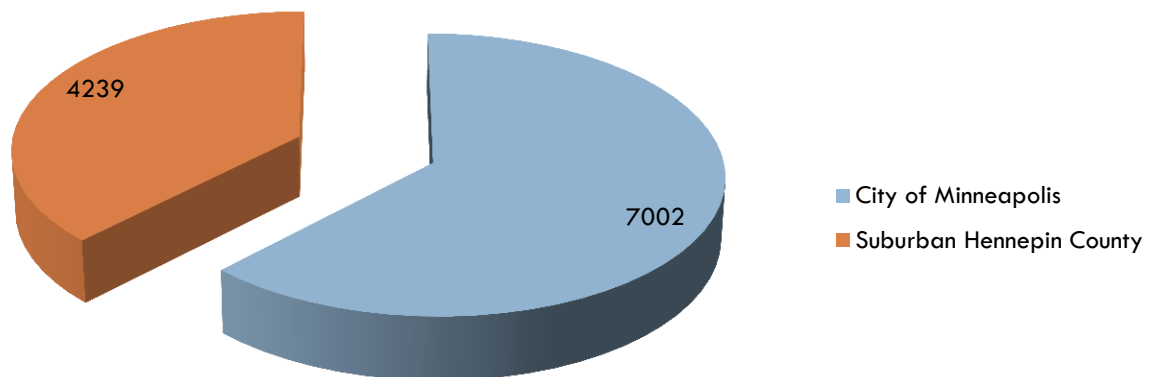


# Minnesota Family Investment Program

## MFIP Highlights:

- The federal Temporary Assistance for Needy Families (TANF) program is known in Minnesota as the Minnesota Family Investment Program (MFIP). Beginning in January 1998, MFIP helps families work their way out of poverty by expecting, supporting and rewarding work. Along with the Diversionary Work Program (DWP), and Family Stabilization Services (FSS), these programs continue to assist low income citizens into employment and self sufficiency.
- The City of Minneapolis and Hennepin County work in partnership to administer and oversee these welfare programs. In 2012, over 11,241 Hennepin County residents were on DWP and MFIP and FSS. Employment services are provided by eighteen community-based Employment Services Providers with assistance in case management, barrier resolution and job search assistance.
- As you can see in the graphic below, The City of Minneapolis has over twice the number of public assistance population as the other areas located in Hennepin County.

**Minnesota Family Investment Program / Diversion to Work Program Caseload  
2012 Minneapolis and Other Cities in Hennepin County**

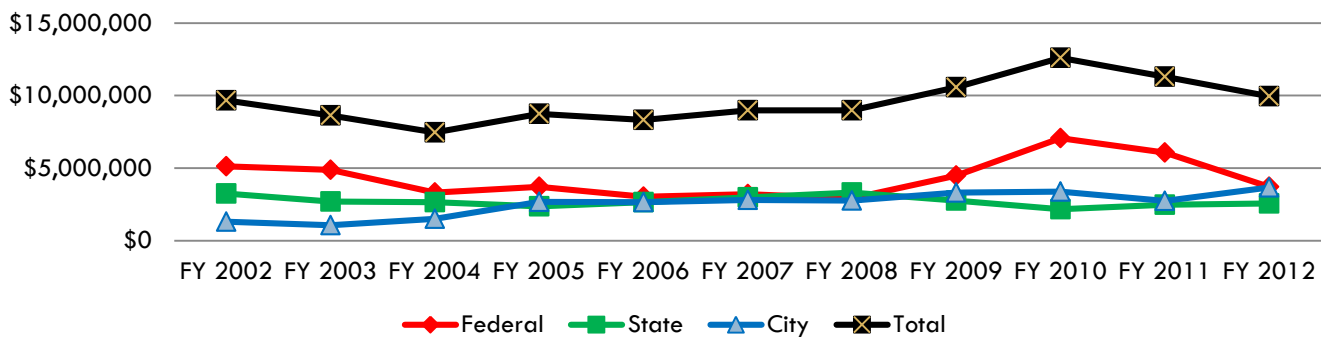


Source: Hennepin County Human Services and Public Health Department  
(December 2012 Data)

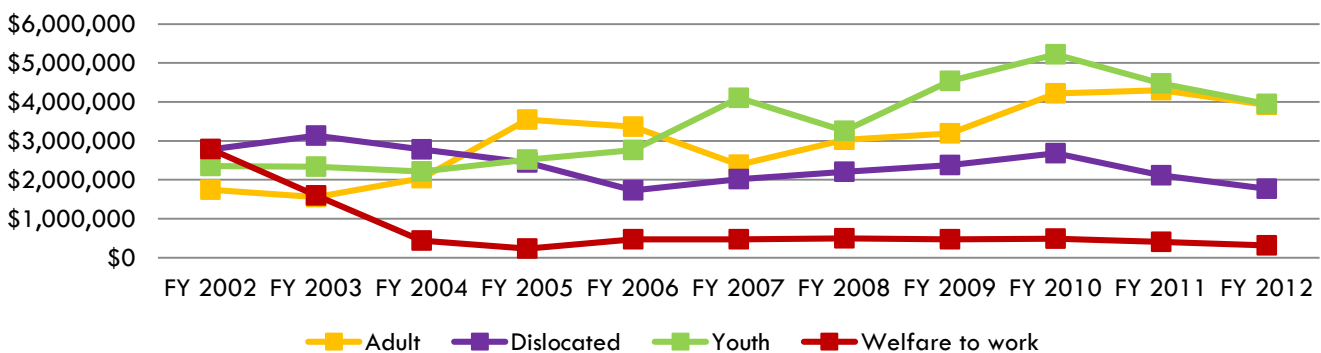
# 2012 Financial Summary

Expenditures by Source/Program	2012	% Change from 2011
<b>Total Funding</b>	<b>\$9,946,109</b>	<b>-11.8%</b>
Federal Funding	\$3,705,855	-39%
State Funding	\$2,567,643	3.56%
Local Funding	\$3,672,611	34.15%
DW Program	\$1,764,755	-16.6%
Adult Program	\$3,922,257	-8.8%
Youth Programs	\$3,943,375	-11.9%

## Expenditure History By Fund



## Expenditure History by Program



# Questions

For Questions please contact:  
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612-673-5298

Check us out online at:  
<http://www.minneapolismn.gov/cped/metp/index.htm>

